



CITY OF SAINT PAUL ANNUAL AFFIRMATIVE ACTION COMPLIANCE REPORT

Agency Name: City of Saint Paul	State: Minnesota	Period: January – December 2012
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The City of Saint Paul's Human Rights Ordinance Section 184.04 requires every contractor or subcontractor whose total accumulated contract awards from the City of Saint Paul over the preceding twelve months have met or exceeded \$50,000 must complete and submit to the Department an Affirmative Action Program Registration form along with a \$75 registration fee.

Construction contracts are monitored for workforce inclusion of minorities and females. Both, developers and general contractors have the contractual responsibility to ensure that city assisted construction projects achieved an employment utilization goal as follow:

Contracts awarded or signed into **before May 1, 2012:**

- 11% skilled minority hours
- 11% unskilled minority hours
- 6% female hours

Contracts awarded or signed into **after May 1, 2012:**

- 32% minority hours
- 6% female hours

Total #'s of Projects: 158	Total Construction Costs: \$437,187,445.20
Minority hours achieved: 15.59%	
Female hours achieved: 4.87%	

Old Goals:

Total #'s of Projects: 98	Total Construction Costs: \$412,243,799.90
Skilled Minority goal: 22%	Achieved: 15.24%
Female Goal: 6%	Achieved: 4.91%

New Goals:

Total #'s of Projects: 60	Total Construction Costs: \$24,943,645.30
Minority Goal: 32%	Achieved: 21.03%
Female Goal: 6%	Achieved: 4.12%

HRA/PED construction projects:

Total #'s of Projects: 102	Total Construction Costs: \$386,820,072.39
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Minority goal: 32%	Achieved: 16.38%
Female goal: 6%	Achieved: 4.95%

NON-HRA/PED construction projects:

Total #'s of Projects: 56	Total Construction Costs: \$50,367,372.81
Minority goal: 32%	Achieved: 11.41%
Female goal: 6%	Achieved: 4.42%

Total #'s of Affirmative Action Plan (AAP) Certified:	255
Total AAP fee collected:	\$19,125.00

Company's AAP reported employees with Disability –CONSTRUCTION COMPANIES: 15

Total #'s of Employees: 806
Total #'s of Employees with disability: 33
Total %: 4.09%

Company's AAP reported employees with Disability –Non-CONSTRUCTION COMPANIES: 27

Total #'s of Employees: 28,323
Total #'s of Employees with disability: 243
Total %: 2.91%